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THE HONORABLE EDWARD F. SHEA

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29  
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35 IN THE UNITED STATES DISTRICT COURT  
36 EASTERN DISTRICT OF WASHINGTON,  
37 AT SPOKANE  
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39 EQUAL EMPLOYMENT  
40 OPPORTUNITY COMMISSION,

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42 Plaintiff,

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44 AND  
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46 SEAN REILLY,

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48 Plaintiff Intervenor,  
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50 v.

51 AND  
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No.: CV-09-5073-EFS

XXXXXXXXXX  
[PROPOSED] SUPPLEMENTAL  
PROTECTIVE ORDER

XXXXXXXXXX  
[PROPOSED] SUPPLEMENTAL PROTECTIVE ORDER  
(CV 09-5073-EFS)

1 COTTONWOOD FINANCIAL, LTD.,

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3 Defendants.

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7 I. SUPPLEMENTAL PROTECTIVE ORDER

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11 1. **Scope and Purpose of this Order:** This Supplemental Protective  
12 Order shall supplement the definition of "Confidential Material" contained in the  
13 parties' current Protective Order (hereinafter "Protective Order") in this case  
14 signed by the Honorable Edward F. Shea on July 2, 2010. The parties shall  
15 include a copy of this Supplemental Protective Order along with the Protective  
16 Order when obtaining the certification required pursuant to Paragraph 7.b. of the  
17 Protective Order. This Supplemental Protective Order does not affect any other  
18 provision of the parties' Protective Order nor any party's obligations under the  
19 Federal Rules of Civil Procedure to produce documents as required by the rules of  
20 discovery or an order of the Court.  
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38 2. **"Confidential Material" includes:**

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40 a. Personnel records pertaining to any current or former  
41 employee of Defendant Cottonwood Financial, Ltd. or Defendant Cottonwood  
42 Financial Washington, LLC (hereafter, "Cottonwood") that contain personal,  
43 payroll or financial information, e.g., document nos. [CONFIDENTIAL]  
44 Cottonwood-Reilly 00747-00790. Good cause exists to protect the privacy rights  
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[REDACTED] SUPPLEMENTAL PROTECTIVE ORDER  
(CV 09-5073-EFS)

1 of Cottonwood's current and former employees who are not parties to this  
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3 litigation. These files include these individuals personal identifying information  
4  
5 and financial account information. No public interest is served by requiring  
6  
7 public disclosure of an individual's private and personal information in a matter in  
8  
9 which he or she is not a party. The Court's December 2007 "Notice of Electronic  
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11 Availability of Case File Information" specifically contemplates the protection of  
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13 such personal information.  
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19 b. Cottonwood's Operations Manual, *e.g.*, document nos.

20 [CONFIDENTIAL] Cottonwood-Reilly 00791-01057. Good cause exists to  
21  
22 protect Cottonwood's confidential and proprietary business information, which  
23  
24 provides it with a business advantage over its competitors. Cottonwood takes  
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26 significant steps to protect this information in its daily operations, including  
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28 through the use of non-disclosure and confidentiality agreements with its  
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30 employees. No public interest is served by requiring Cottonwood to disclose  
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32 information it strives to maintain confidential and proprietary in its business  
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34 operations and which would harm its business operations if disclosed.  
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43 c. Medical records and healthcare information pertaining to Sean

44 Reilly, *e.g.*, document nos. [CONFIDENTIAL] Cottonwood-Reilly 00791-01057.

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46 Good cause exists to protect the highly sensitive and private nature of Sean  
47  
48 Reilly's medical records from nonparty access, including but not limited to the  
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1 details of treatment that he received for his Bipolar Disorder, and how that  
2  
3 treatment affected him. No public interest is served by making these sensitive and  
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5 private medical records of Sean Reilly publicly available. The Court's December  
6  
7 2007 "Notice of Electronic Availability of Case File Information" specifically  
8  
9 contemplates the protection of such medical records for Sean Reilly.  
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14 d. All non-public financial information pertaining to Cottonwood,  
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16 including but not limited to any information pertaining to the net worth of  
17  
18 Cottonwood. Good cause exists to protect Cottonwood's confidential financial  
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20 information, the disclosure of which would provide a business advantage to its  
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22 competitors. Cottonwood takes significant steps to protect this information in its  
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24 daily operations, including through the use of non-disclosure and confidentiality  
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26 agreements with its employees. No public interest is served by requiring  
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28 Cottonwood to disclose information it strives to maintain confidential in its  
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30 business operations and which would harm its business operations if disclosed.  
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41 Dated this 18th day of October, 2010.  
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44 s/ Edward F. Shea  
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46 THE HONORABLE EDWARD F. SHEA  
47 UNITED STATES DISTRICT JUDGE  
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52 Presented by:

~~PROPOSED~~ SUPPLEMENTAL PROTECTIVE ORDER  
(CV 09-5073-EFS)